



ANNUAL REPORT

2016-2017



A CENTURY OF SOLIDARITY



The
Manitoba
Teachers'
Society

PROVINCIAL EXECUTIVE

2016-2017

PRESIDENT

Norm Gould



VICE PRESIDENT

James Bedford



MEMBERS AT LARGE

Richard Alarie



Mary Chalmers



Jeff Cieszecki



Ashleigh Deeley



Ray Desautels



Kristin Insull



Suzanne Jolicoeur



Frank Reeves



Jonathan Waite



Beatrice Walker





PROFESSIONAL AND FRENCH LANGUAGE SERVICES

- PFLS offered 139 events, and two School Leadership Certification Field-Led courses, engaging 5518 members in professional learning and development.
- The Fab Five Conferences for members in their first five years of teaching were held in both Brandon and Winnipeg leading into the MTS Professional Development Day 2016.
- The Teacher-Led Learning Team, a group of 20 active teachers and principals, facilitated 45 workshops throughout the province to 1220 members.
- Reflective Professional Practice Grants, Aboriginal Issues Grants, and Equity and Social Justice Grants were provided to members to support their learning and practice.
- The team continues to support teacher preparation programs at Manitoba's post-secondary institutions through collaboration with Faculty Councils and delivery of workshops and presentations to Faculty of Education students.
- Support is provided to ÉFM, COSL and 30 SAGE groups who provide annual professional learning opportunities throughout the year and during MTS Professional Development Day.
- Team members collaborate with educational partners by engaging in research and advocacy work including Safe and Inclusive Workplaces research, National Centre for Truth and Reconciliation (NCTR), Social Justice Coalition, Newcomer Education Coalition (NEC), Manitoba Education Research Network (MERN), Winnipeg Indigenous Accord Partners committee, Speak Truth to Power, and Make Poverty History.
- Team members represent members' issues at various committees of Manitoba Education and Training including Student Services Advisory Committee, English as an Additional Language Advisory Committee and Interorganizational Curriculum Advisory committee.

INTERNATIONAL DEVELOPMENT

This past year, the MTS contributed \$157,800 to international educational development projects, in close co-operation with the Canadian Teachers' Federation.

As part of its commitment to international development, the Society sponsored five teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Ghana, Sierra Leone, Dominica, Togo, and Burkina Faso.

The Society also provided grants for a variety of projects in developing nations around the world. In approving projects, the Society has traditionally supported those that involve union capacity building and those that support the advancement of women in teacher organizations. Grants were made in the areas of Teachers' Action for Gender Equity, Teachers' Action for Teaching, and Teachers' Action for Teacher Organizations, all of which dovetail well with the Society's preferred project areas, to support a variety of activities in developing nations in the Caribbean, Africa, Latin America, and Asia. The Society also contributed to CODE in support of Reading Liberia 20/20 and Reading Sierra Leone 20/20.



TECHNOLOGY

There were two major technology projects during the 2016-2017 school year. These projects focused on information security and online registration support for SAGEs.

INFORMATION SECURITY PROJECT

-Multi-phased project with the following objectives for each phase, Phases 3 and 4 were completed during the 2016-2017 school year:

- **PHASE 1** – Implement Managed Security Services – Completed April 20th, 2015
OBJECTIVE: Have a managed security device actively protecting the Society.
- **PHASE 2** – Security Policies and Procedures – Completed April 14th, 2016
OBJECTIVE: Develop security related protocols, procedures and controls.
- **PHASE 3** – Security Awareness Training
OBJECTIVE: Communicate relevant protocols/ procedures to staff and increase staff security knowledge.
- **PHASE 4** – Information Security Assessment
OBJECTIVE: Third party assessment of security implementation.

With the completion of Phase 3 we have implemented monthly simulated phishing attacks to ensure continued staff security awareness.

SAGE ONLINE REGISTRATION

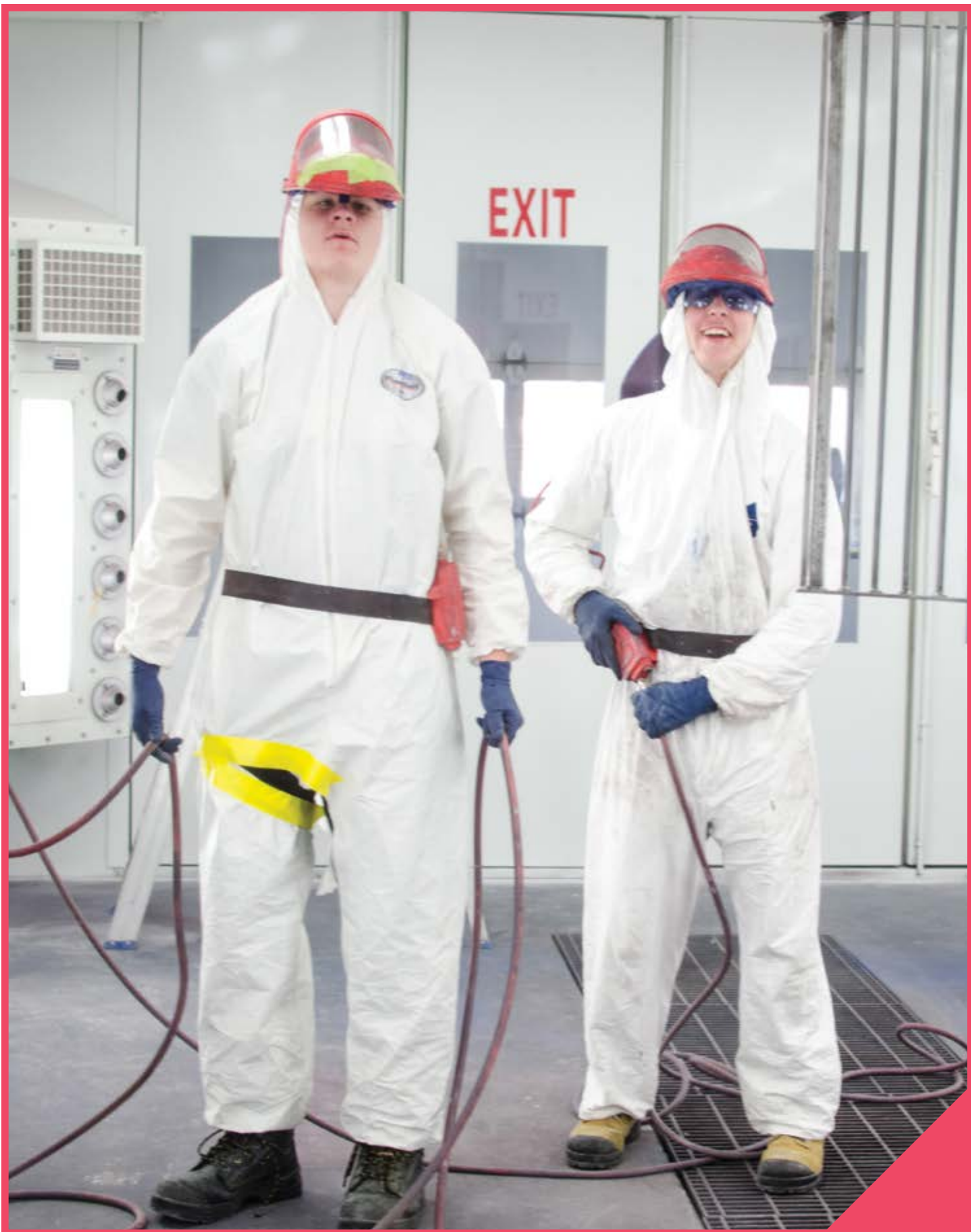
The four SAGE groups that participated in the previous year's pilot project was expanded to thirteen SAGEs that were using our internal online event registration system for the 2016 MTS PD Day. There were 3,453 registrations processed through our system for these thirteen groups.



SERVICE TO TEACHERS/COUNCIL OF SCHOOL LEADERS

ACTIVITIES THROUGH THE YEAR INCLUDED:

1. Taking responsibility for leading/co-leading each of the COSL Mandate areas: Educational Leadership, Communication, Finance, Governance, and Professional Supports.
 2. Holding regional director meetings four times on Friday evenings and Saturdays throughout the year, where directors provided input into the ongoing work of the organization and met within their Mandate Area Groups. The meetings included discussions based on current topics relevant to School Leaders. We received reports from our regions around the province as to the initiatives of the local associations and their school leadership groups.
 3. Held a Summer Institute which offered certification and field-led study course for credit. We also held a Fall conference that was well attended, also providing certification opportunities for members to finish their Level 1 and 2 Admin Certificates.
 4. Conducting the COSL Annual General Meeting (AGM). The on-going strategic plan initiatives were reviewed by the Leadership Team in September and the October Directors' meeting as well as the annual fall meeting with MTS Table Officers. The strategic plan outlined that in the context of supporting successful learning experiences for students in Manitoba, the Council of School Leaders will:
 - Strengthen relationships and engagement with:
 - the members of COSL - our local associations within the MTS - our partner organizations and institutions by increasing communication through a redeveloped website, a Twitter presence, pertinent information through email, participating in on-going conversations, linking with educational research on leadership issues.
 - Engage in the promotion of the importance of the role of the principal in educational leadership by:
 - providing on-going professional learning opportunities for aspiring and current school leaders through our two conferences and Summer Institute - supporting principals to excel in their role as school leaders by identifying needs and supports through Directors' meetings and partner meetings - advocating for improvements in the working and learning conditions of principals.
- Provide learning opportunities connected to the new School Leaders Certificate and the previous certificates so that principals:
 - will acquire the necessary knowledge, skills and attributes that enable them to effectively lead their schools and school communities
 - will have a pathway to these opportunities that encourages the further study of school leadership.
 - Examine the changing workload responsibilities of our members, advocating for improvements, and supporting mentorship - Work with Locals to represent, develop and promote the interests of COSL, eg: Bargaining, PD, as responsibilities in schools evolve - Support Principal/Vice-principal mentorship.
 - Revise the Constitution, Executive Guidelines and Policy so as to align with the recommendations of COSL members and the Society - Review Constitution, Executive Guidelines and Policy during Strategic Planning and at the Directors' meetings for increased understanding of the work of COSL and the relationship within the Society. - Be able to respond to requests which have not been previously experienced by our organization, eg: donation requests.



PUBLICATIONS/ COMMUNICATIONS

The Communications & Publications department has been involved in almost all MTS functions, internally and externally.

100TH ANNIVERSARY

The department has completed and is developing a number of projects for the 100th anniversary of MTS. The most notable was completion of the history walls in the foyer outside the Arnett Auditorium in McMaster House. As well, a commemorative t-shirt has been designed and stationary, banners, business cards etc. have been redesigned to highlight our 100th logo.

MBTEACH.ORG

The MTS website experienced another year of growth. A few of the highlights, as of Aug. 31, 2017:

- Number of users: 135,916, an increase of 52.25 per cent
- Number of sessions: 225,578, an increase of 41.56 per cent
- Page Views: 639,816, an increase of 99.51 per cent
- Pages viewed per session: 2.84, an increase of 41 per cent
- Average time spent per session: 2:33, an increase of 35 per cent

SOCIAL MEDIA

Our use of social media, through Facebook, Twitter and Instagram increased and was instrumental at times in directing our members to the website for important information. Just two MTS Facebook posts on the February funding announcement and changes to teachers' bargaining reached a combined 90,000 Manitobans, resulted in 8,500 social media clicks, and resulted in over 1,000 Facebook shares.

ORANGE SHIRT DAY

The department was once again heavily involved in Orange Shirt Day, and redesigned our Orange t-shirt to prominently feature seven indigenous languages as well as English. The lesson plans developed by MTS, last year, continue to be heavily accessed by our members.



The Society continues to promote Orange Shirt Day at Indigenous Day Live (formerly Aboriginal Day Live).

YOUNG HUMANITARIAN AWARDS

The Society recognized young humanitarians from schools across the province at a major award show at the Manitoba Theatre for Young People and at local school assemblies. Media coverage highlighted the exceptional community involvement, social justice and humanitarian efforts of Manitoba students. Our entertainment headliner at this year's event was Faouzia, a 17-year-old Grade 12 student from Carmen Collegiate who has been dubbed by media as "Canada's Newest Singing Sensation".

TEDDY BEARS' PICNIC

Teacher entertainers delighted little people and parents at the MTS Teach Your Bear tent. Thirty volunteers distributed free books and stickers to kids, and thousands of positive Impressions were made with picnic visitors.

PRIDE PARADES

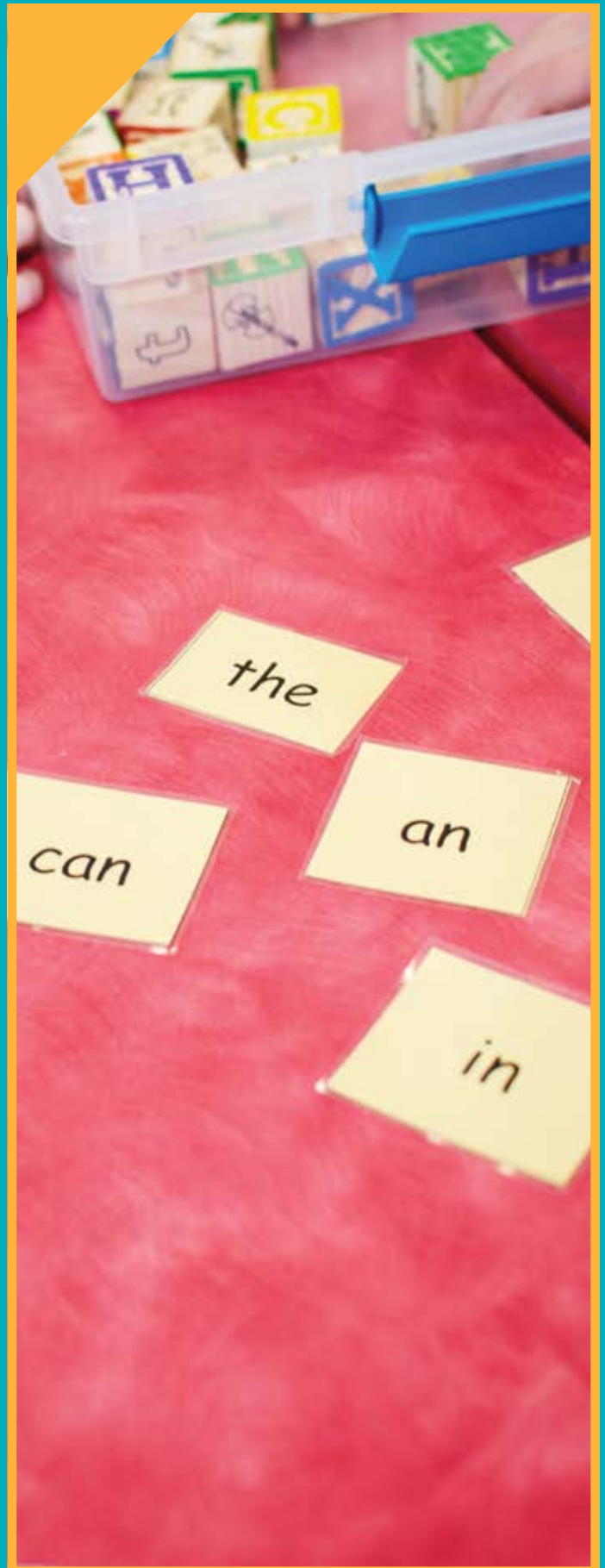
The Society marched in and supported five high-energy pride parades - the second annual parades in Steinbach in Portage la Prairie, plus marches in Winnipeg, Brandon, and Thompson. The Society also provided face decorating for kids 12 and under at The Pride Festival located at The Forks Winnipeg. MTS graphic designers created the banners and flags used by teachers in the parades.

LABOUR DAY PARADE/PICNIC

Teachers and teacher leaders participated in the 2017 Labor Day Picnic and Parade. Participants marched from Memorial Park to Vimy Ridge Park in solidarity with Manitoba's labour organizations. The picnic drew hundreds of local families throughout the afternoon.

MY TEACHER MY STORY

The department continued to collect stories on people's most memorable teachers in print and on video, including the leaders of the three main political parties in Manitoba. There are now more than 50 stories on the MTS website.



COLLECTIVE BARGAINING

PROVINCIAL JURISDICTION: 2014-18

The collective agreements of all thirty-eight (38) teachers' locals under provincial jurisdiction in Manitoba expired as of June 30, 2014. Negotiations commenced during 2013/14 by local associations for renewed collective agreements effective July 1, 2014. The first settlement occurred in Flin Flon at the end of June, 2014 with the parties agreeing to a four (4) year deal from July 1, 2014 through to June 30, 2018 and the following pattern of salary increases:

Fall Term 2014 - 2%

Fall Term 2015 - 2%

Fall Term 2016 - 2%

Fall Term 2017 - 1.5%

January 1, 2018 - 1.5%

The above pattern of salary adjustments yields a total compounded increase of 9.3% over the four year period. In addition to achieving the above noted salary increases as a minimum, all thirty-eight settlements achieved significant gains to contract language in the areas of benefits, working conditions and rights.

PROVINCIAL JURISDICTION - COLLECTIVE BARGAINING 2018+

Currently, the collective agreements of all thirty-eight (38) locals under provincial jurisdiction in Manitoba shall expire as of June 30, 2018.

In 2016/17, Teacher Welfare staff began working with all thirty-eight local associations to assist them to prepare for the upcoming round of collective bargaining expected to commence in 2018 and which will occur under the shadow of Bill 28.

PROVINCIAL JURISDICTION - BILL 28

The Public Services Sustainability Act (Bill 28) was passed by the Pallister government in June, 2017 and it is intended to severely undermine the collective bargaining rights





of teachers and other public sector workers. This legislation calls for Manitoba public sector workers to have their salary/wage scales frozen at 0% for two years, followed by maximum increases of 0.75% in the third year, and 1.0% in the fourth year. Furthermore, any “additional remuneration” (i.e. improvements in benefits and other forms of non-salary compensation) must be costed against these salary increase maximums subject to the approval of Treasury Board.

In response, Manitoba public sector unions, representing some 125,000 workers including members of The Manitoba Teachers’ Society, have come together to create the Partnership to Defend Public Services (PDPS). On July 4, 2017, the PDPS filed a statement of claim with the Court of Queen’s Bench challenging Bill 28’s constitutionality. This action included a request for an injunction that would prevent the government from proclaiming the legislation.

FEDERAL JURISDICTION

Both of our teachers’ locals under Federal Jurisdiction, Nelson House and Sandy Bay, also successfully renewed their collective agreements. Nelson House reached a five (5) year deal from August 1, 2012 to July 31, 2018 with the following pattern of salary increases:

August 2013 – 3%

August 2014 – 3%

August 2015 – 3%

August 2016 – 3%

August 2017 – 3%

Sandy Bay reached a three (3) year deal from September 1, 2014 to August 31, 2017 with the following pattern of salary increases:

September 2014 – 3%

September 2015 – 3%

September 2016 – 3%

Furthermore, both Nelson House and Sandy Bay also achieved significant improvements to collective agreement language in the areas of benefits, working conditions and rights.

BENEFIT PLANS

MANITOBA PUBLIC SCHOOL EMPLOYEES BENEFITS PLANS

The Manitoba Public School Employees Benefits Trust oversees all of the three Group Insurance plans; Group Life, Dental and Extended Health, for public school employees, and in the case of the Extended Health plan, retired public school employees in Manitoba.

DENTAL

- In 2017, the total number of participating Associations is 31 with all having coverage at all three levels.
- Each Association decides its own level of benefits and consequently the premium for that Association reflects the claims experience and assets of that Association.
- A few Associations continue to run down surplus though a decrease to premiums or increase to benefits.

EXTENDED HEALTH

- Coverage under the plan exists in 35 Associations
- In September 2017, the plan added Reasonable and Customary charges in the Paramedical service categories for Massage Therapists and Chiropractic. Reasonable and Customary charges were already in place for all the other Paramedical services.
- As at January 1st 2017, the plan added the option of two Preferred Pharmacy Networks, Express Scripts and Costco. Use of these pharmacies is meant more for maintenance pharmaceuticals although prescriptions for emergent pharmaceuticals can also be filled. Where a plan participant uses either of these pharmacies the plan participant will receive a 90% co-pay as opposed to the regular 80% co-pay. Express Scripts will also use home delivery. The costs of the increased co-pay, and delivery will be paid out of increased pharmaceutical savings with these providers.



GROUP LIFE

- All but one Association continue to participate in the plan. At its May meeting, the Trust decided to decrease the subsidy by \$0.01 to \$0.114/thousand effective September 1st 2017. This is a result of decreasing market returns on the investment portfolio and the actual subsidization of premiums from that investment portfolio.

PENSIONS

- In the December 31st 2015 TRAF Pension Valuation, conducted by the Actuary, AON, they indicated, to TRAF, the Society and the Province, that Account A in the pension, the teacher contributions, was in good shape but that in order to keep the plan sustainable the plan may have to be amended, in the future, either by increased contributions or changing some of the benefits. As result, MTS, conducted Pension Sustainability seminars throughout the Province in 2017/18. The purpose of these seminars was twofold. Firstly to describe the present conditions of the Pension and secondly to describe the context of the issue, the context of other Teacher Pension plans in Canada, how any potential changes could be made, and also to ask the participants for their opinion on potential changes. The intent is to continue these seminars to hopefully allow as many plan participants to understand the context of Pension Sustainability and indirectly provide input into the discussion.



The Éducatrices et éducateurs francophones du Manitoba (ÉFM), part of The Manitoba Teachers' Society since 1972. Its purpose is to provide services to teachers who teach in the Français or French Immersion programs. Its primary role is to conduct professional development activities to assist teachers working in both programs. ÉFM acts as a liaison between the Society and partner organizations working in French education. Among its activities, ÉFM organizes the following:

- Regional meetings across Manitoba
- Provincial Conference on MTS PD day, 725 teachers attended
- Beginning teachers workshops (Céleb 5)
- Mentorship program
- Twinning program for teachers
- Workshops throughout the school year
- 3 Schools' Council meetings, in which 90 to 100 school representatives attend each meeting
- ÉFM Annual General Meeting
- 4 editions of the Professional journal Inform-Action
- Funspiel (curling), a Trivia night in Brandon, an ÉFM day at the Festival du Voyageur
- Grants for professional development and public relations to members





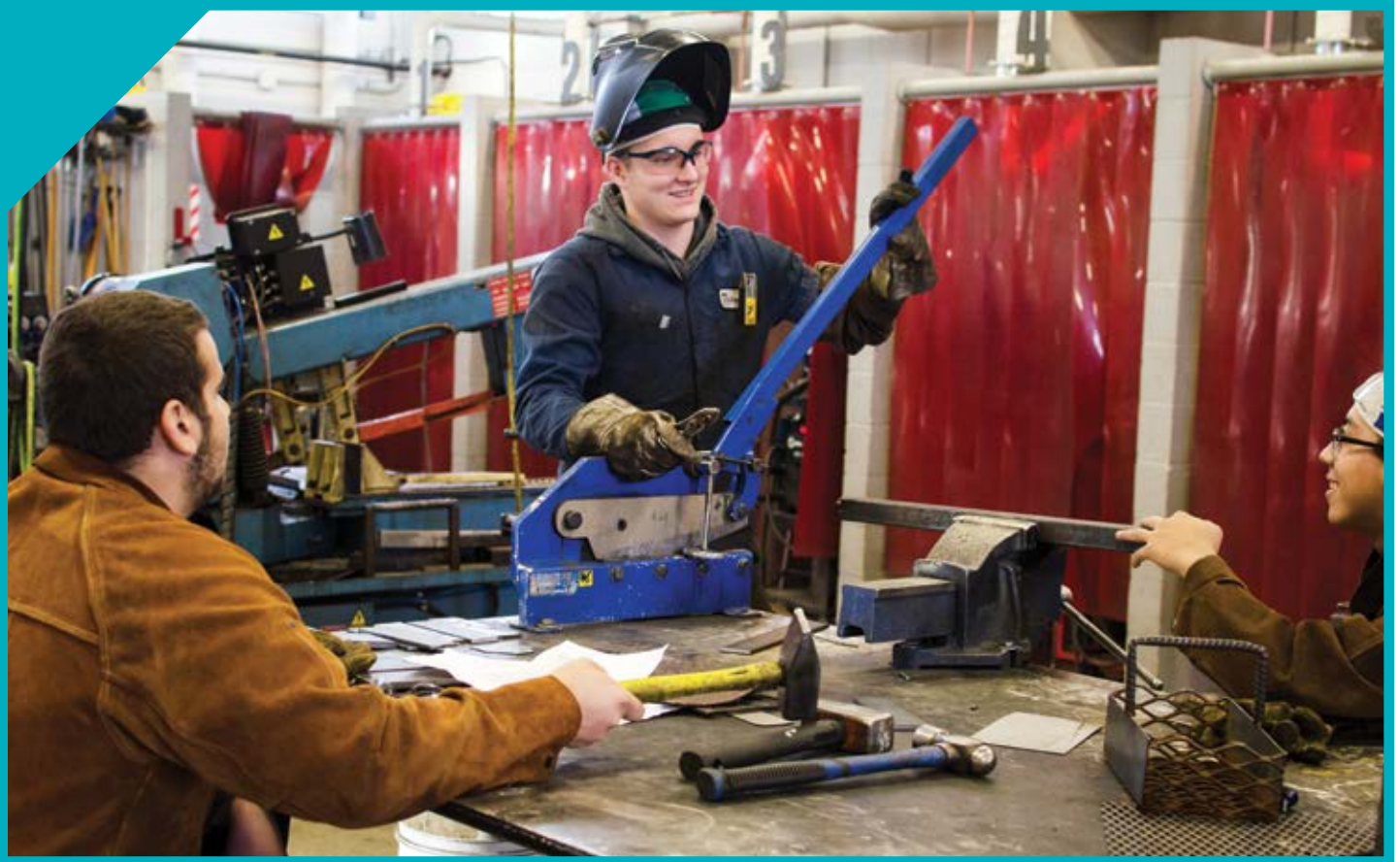
FINANCIAL HIGHLIGHTS FOR THE YEAR ENDED AUGUST 31, 2017

SUMMARY OF FINANCIAL POSITION

	General Funds	Reserve Fund	Disability Benefits Plan	2017 Total	2016 Total
ASSETS					
Current Assets	\$ 2,561,183	\$ —	\$ 2,995,715	\$ 5,556,898	\$ 5,300,722
Investments	1,598,083	1,000,000	106,523,771	109,121,854	109,978,851
Capital Assets	4,465,885	—	307,386	4,773,271	5,022,670
	\$ 8,625,151	\$ 1,000,000	\$ 109,826,872	\$ 119,452,023	\$ 120,302,243
LIABILITIES AND NET ASSETS					
Current Liabilities	\$ 1,876,362	\$ —	\$ 2,588,650	\$ 4,465,012	\$ 4,287,916
Accumulated Benefit Plans	—	—	88,710,000	88,710,000	79,144,000
	1,876,362	—	91,298,650	93,175,012	83,431,916
Net Assets	6,748,789	1,000,000	307,386	8,056,175	8,223,435
Excess of Net Assets to Accumu- lated Plan Benefits	—	—	18,220,836	18,220,836	28,646,892
	6,748,789	1,000,000	18,528,222	26,277,011	36,870,327
	\$ 8,625,151	\$ 1,000,000	\$ 109,826,872	\$ 119,452,023	\$ 120,302,243

These highlights are a summary of the audited financial statements of the Society.





FINANCIAL HIGHLIGHTS FOR THE YEAR ENDED AUGUST 31, 2017

SUMMARY OF GENERAL AND RESERVE FUND OPERATIONS

	MTS Programs and Operations	Reserve Fund	Disability Benefits Plan	2016 Total	2015 Total
REVENUE					
Membership Fees and Premiums	\$ 14,890,507	\$ —	\$ 19,552,236	\$ 34,442,743	\$ 32,319,133
Investment Income	10,370	(2,827)	4,827,828	4,835,371	7,550,606
Other Revenue	223,460	—	—	223,460	219,475
	\$ 15,124,337	\$ (2,827)	\$ 24,380,064	\$ 39,501,574	\$ 40,089,214
EXPENDITURES					
Governance	\$ 2,237,501	\$ —	\$ 75,611	\$ 2,313,112	\$ 2,258,455
Programs	2,788,376	—	3,444,606	6,232,982	5,790,165
Income Replacement	—	—	19,142,831	19,142,831	17,567,885
Personnel	7,996,099	—	2,202,490	10,198,589	10,449,896
General Operating	2,244,131	—	425,562	2,669,693	2,269,492
	\$ 15,266,107	\$ —	\$ 25,291,100	\$ 40,557,207	\$ 38,335,893
RELATED ACTIVITIES					
COSL, net	\$ (23,633)	\$ —	\$ —	\$ (23,633)	\$ 38,302
EFM, net	(5,841)	—	—	(5,841)	4,537
Bradley Square, net	57,791	—	—	57,791	64,312
	\$ 28,317	\$ —	\$ —	\$ 28,317	\$ 107,151
Excess (deficiency) of revenue over expenditures for the year before increase in accumulated plan benefits	(113,453)	(2,827)	(911,036)	(1,027,316)	1,860,472
Increase in accumulated plan benefits	—	—	(9,566,000)	(9,566,000)	(1,551,000)
Excess (deficiency) of revenue over expenditures for the year	\$ (113,453)	\$ (2,827)	\$ (10,477,036)	\$ (10,593,316)	\$ 309,472

These highlights are a summary of the audited financial statements of the Society.





The
Manitoba
Teachers'
Society

CREDITS

Contributors:
George Stephenson
Matea Tuhtar

Photography:
Matea Tuhtar

Design:
Matt Kehler

Our thanks to MORRIS SCHOOL where all in-school photographs were taken.

Published by the Publications
Department of The Manitoba Teachers' Society.